United Nations A/HRC/33/18

General Assembly

Distr.: General
5 July 2016

Original: English

Human Rights Council
Thirty-third session
Agenda item 2
Annual report of the United Nations High Commissioner for Human Rights and reports of the Office of the High Commissioner and the Secretary-General

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the United Nations High Commissioner for Human Rights*

* The annexes to the present report are reproduced as received, in the language of submission only.

GE.16-11501(E)

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I. Introduction

1. The Human Rights Council, in its resolution 28/1, requested the United Nations High Commissioner for Human Rights to submit a comprehensive and updated report to the Council at its thirty-third session, with a special focus on further measures taken to correct the imbalance in the geographical composition of the staff of the Office of the High Commissioner (OHCHR), including targets and timetables and other specific actions. The present report is submitted to the Council pursuant to that request. In its resolution 31/1, the Council also requested the High Commissioner to submit a comprehensive and updated report to the Council at its thirty-sixth session, with a special focus on further measures taken to correct the imbalance in the geographical composition of the staff of the Office of the High Commissioner.

2. In the present report, the High Commissioner addresses the composition of the staff of the Office as at 31 December 2015, and describes the developments in the Secretariat that have an impact on the authority of the High Commissioner in the area of human resources. It includes data on staff members in regular budget posts subject to geographical distribution, and on staff in temporary posts funded by general temporary assistance and extrabudgetary resources or in technical cooperation project posts, neither of which are included in the definition of posts subject to geographical distribution. The report concludes with a description of the measures taken by the High Commissioner to improve the situation, bearing in mind the issues identified by the Human Rights Council in its resolution 22/2, while fully observing United Nations Secretariat human resources policies, in particular, its recruitment and contractual policies.

II. Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

3. The recruitment of staff members to posts subject to geographical distribution is governed by the system of desirable ranges at the Secretariat level. For that purpose, Member States are grouped into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is considered unrepresented when none of its nationals, throughout the entire Secretariat, is serving in a post subject to geographical distribution and filled in accordance with the established selection process. It is underrepresented when the number of its nationals appointed to such posts throughout the entire Secretariat is below the lower limit of the desirable range. It is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range, and it is overrepresented when the number of its nationals appointed to such posts within the entire Secretariat exceeds the upper limit of the desirable range. The representation status of Member States is affected by many factors, in particular the turnover of staff and changes in the scale of assessments.

4. The official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of resolutions, the most recent being Assembly resolutions 59/266, 60/238, 61/244, 63/250, 65/247, 66/234, 67/255 and 68/252.

5. The latest report of the Secretary-General on the composition of the Secretariat (A/70/605) covers the period from 1 July 2014 to 30 June 2015. OHCHR is part of the Secretariat and the breakdown of its geographical composition has to be seen against the breakdown of the overall distribution within the Secretariat.

6. Since the Office of Human Resources Management launched HR Insight, an online reporting tool, in August 2011, staff demographic information has been available to all permanent missions. HR Insight, based on the human resources data warehouse, allows users to retrieve information from other human resources systems, including the Integrated Management Information System (IMIS), Nucleus and Umoja.

7. The first release of the tool provided permanent missions with reports on desirable ranges, a staff list and staff details for their respective nationals, such as composition by sex and type of appointment. The reports, which are updated on a monthly basis (with a delay of approximately three months) are also available for download; in this way, permanent missions have immediate access to the reports most often requested from the Office of Human Resources Management, without the need for paper copies. The tool thus helps to make the United Nations more environmentally friendly; for example, the list of Secretariat staff is now available only on this platform, dispensing therefore with the need to print thousands of pages per year.

8. Since the first release of HR Insight, the Office of Human Resources Management has made a number of improvements, such as adding reports that inform permanent missions of Member States on the separations, appointments and forecast retirement of their nationals, and a forecast of retirements with respect to all P-5 to D-2 positions. Pursuant to the request of the General Assembly in its resolution 67/255, a table showing data on the representation of developing countries for geographical staff per month has been published online.

9. Going forward, the Office of Human Resources Management will work to make more information available online, thereby giving Member States convenient and monthly access to staff demographic information previously available only in its annual report, in this way helping to reduce the number of pages printed and the duplication of data in HR Insight and reports on the composition of the Secretariat.

10. The table in annex I provides a breakdown of all OHCHR staff members in the Professional category and above who have been selected through the established recruitment process ("regular" staff) against both regular budget posts subject to geographical distribution and extrabudgetary posts, by nationality, grade and sex as at 31 December 2015.

11. The table in annex II provides a breakdown of the following categories of additional OHCHR staff in the Professional category and above not included in the table in annex I, also by nationality, grade and sex as at 31 December 2015:

(a) Staff holding appointments of less than one year;

(b) Staff charged to general temporary assistance funds;

(c) Staff employed as technical cooperation project personnel.

12. It should be recalled that in paragraph 14, section IX, of its resolution 63/250, the General Assembly re-emphasized that the system of geographical ranges was designed to apply to countries rather than to regions or groups. This principle was recently reiterated by the Joint Inspection Unit in a comparative analysis and benchmarking framework on staff recruitment in United Nations system organizations, focusing on gender balance and geographical distribution (see JIU/NOTE/2012/3). The data in the present report are therefore provided by country and listed in alphabetical order.

13. As at 31 December 2015, OHCHR had a total of 644 staff members in the Professional category and above, of whom 529 are considered regular staff.

14. Nationals from 122 countries are represented in the Professional and above workforce, in both geographical and non-geographical posts. The latter comprise

extrabudgetary posts that are not included under the system of desirable ranges (see para. 4 above). Of these 122 nationalities, 21 are underrepresented,[1] 80 are considered within range,[2] while 21 nationalities are overrepresented[3] in the Secretariat. OHCHR also has nationals from the State of Palestine on its staff.

15. Despite confirmation by the General Assembly that the system of geographical ranges to be applied to the Secretariat is based on individual countries rather than regions, the Human Rights Council has repeatedly requested that statistics be provided on a regional basis. The table below complies with that request, showing the distribution of OHCHR staff by regional group. It shows a significant improvement in the geographical balance between the regions since 2006, which can be explained by the mobile and dynamic nature of OHCHR staff members and the effectiveness of the policies adopted by the High Commissioner to increase geographic diversity.

Distribution of staff of the Office of the High Commissioner by region

(Percentages at 31 December 2015)

Region	*2006*	*2009*	*2012*	*2015*
Africa	11.1	13.8	16.7	15.5
Asia	11.9	13.6	15.7	13.7
Latin America and Caribbean	9.6	13.2	13.3	11.6
Eastern Europe	3.3	5.7	7.0	7.8
Western Europe and others	64.1	53.7	47.3	51.4
Total	**100**	**100**	**100**	**100**

III. Efforts made to achieve equitable geographical representation and gender balance

16. Enhancing the geographical diversity of OHCHR staff remains one of the High Commissioner's priorities. In accordance with that objective, OHCHR has continued to vigorously implement the High Commissioner's procedures and framework for improving

[1] Underrepresented as at 31 December 2015: Afghanistan, Belarus, Brazil, Cambodia, the Central African Republic, China, the Czech Republic, Greece, Indonesia, Iraq, Japan, Latvia, Lesotho, Liberia, Malaysia, Norway, Poland, the Republic of Korea, Turkey, the United States of America and Venezuela (Bolivarian Republic of).

[2] Within range as at 31 December 2015: Albania, Algeria, Armenia, Australia, Azerbaijan, the Bahamas, Bangladesh, Belgium, Benin, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Burkina Faso, Burundi, Colombia, the Congo, Costa Rica, Côte d'Ivoire, Croatia, Cyprus, the Czech Republic, the Democratic Republic of the Congo, Denmark, El Salvador, Eritrea, Estonia, Finland, the Gambia, Germany, Ghana, Guatemala, Guyana, Haiti, Hungary, India, Iran (Islamic Republic of), Ireland, Israel, Kazakhstan, Kyrgyzstan, Lithuania, Madagascar, Malawi, Maldives, Mali, Mauritania, Mauritius, Mongolia, Morocco, Nepal, the Netherlands, Nigeria, Pakistan, Panama, Paraguay, Peru, Portugal, the Republic of Moldova, the Russian Federation, Rwanda, Senegal, Serbia, Sierra Leone, Singapore, Slovenia, South Africa, Spain, Sri Lanka, the Sudan, the former Yugoslav Republic of Macedonia, Togo, Tonga, Trinidad and Tobago, Tunisia, Ukraine, Uzbekistan and Yemen.

[3] Overrepresented as at 31 December 2015: Argentina, Austria, Bulgaria, Cameroon, Canada, Chile, Egypt, Ethiopia, France, Italy, Jordan, Kenya, Lebanon, Mexico, the Philippines, Sweden, Switzerland, Uganda, the United Kingdom of Great Britain and Northern Ireland, Uruguay and Zimbabwe.

geographical diversity, in full compliance with Secretariat human resources policies, which were explained in detail to the Commission on Human Rights in February 2006 (see E/CN.4/2006/103). Current measures include expanding the pool of qualified candidates from the widest possible range of countries and backgrounds, and developing recruitment outreach activities with United Nations country teams, OHCHR field offices, permanent missions in Geneva, other United Nations entities and local partners in the field. The 2010 national competitive recruitment examination, which included the human rights occupational group, yielded a group of candidates from unrepresented and underrepresented Member States from which OHCHR was able to recruit new staff. A young professionals programme examination (previously known as the national competitive recruitment examination) for nationals of unrepresented and underrepresented Member States was held in 2014, and OHCHR has recruited P-2 staff from its successful applicants. This has further assisted in the recruitment of young professionals from countries that are unrepresented and underrepresented in the Secretariat.

17. While seeking to improve further its geographical diversity, OHCHR continues to pay special attention to the issue of balance between female and male staff members at all levels, an area in which determination and concerted effort have already brought success. As at 31 December 2015, women accounted for 60 per cent of staff at the P-1 to P-4 level and 35 per cent of staff at the senior (P-5 to D-2) level at OHCHR.

18. Similarly, OHCHR continues its commitment to meet the goals and obligations placed upon it under the system of desirable ranges mandated by the General Assembly. This is reflected in the departmental target relating to the recruitment of nationals from unrepresented and underrepresented Member States established in the Secretariat human resources management scorecard and in the compact of the High Commissioner with the Secretary-General.

IV. New staff selection and managed mobility system

19. On 28 December 2015, the Under-Secretary-General for Management, taking into consideration the provisions of Article 101 of the Charter of the United Nations, and pursuant to section 4.2 of Secretary-General's bulletin ST/SGB/2009/4, for the purpose of implementing General Assembly resolution 68/265 of 9 April 2014, staff regulation 1.2 (c) and Secretary-General's bulletin ST/SGB/2016/2 on the introduction of a new staff selection and managed mobility system, promulgated a new staff selection and managed mobility system (see ST/AI/2016/1).

20. The new staff selection system and managed mobility system is implemented through semi-annual exercises composed of two parts:

(a) A staffing exercise for the filling of vacant positions: the selection and appointment of staff members in the Professional and higher categories up to and including the D-2 level, and in the Field Service category to vacant positions available for one year or longer;

(b) A managed mobility exercise: the placement against encumbered rotational positions under managed mobility of eligible and suitable staff members in the Professional and higher categories, up to and including the D-2 level and in the Field Service category, who have been recruited following a competitive process, including review by a senior or central review body under staff rule 4.15 or through a competitive examination under staff rule 4.16, and who hold a fixed-term, continuing or permanent appointment.

21. Under the new system, all placement and recruitment decisions will be made in the interests of the Organization as a whole by the Assistant Secretary-General for Human

Resources Management and the Secretary-General. The High Commissioner will no longer have the authority or the ability to select the candidate he considers best suited for a position, nor strive to accomplish the Office's human resources objectives and targets, especially with regard to geography and gender. While the High Commissioner may still inform the Assistant Secretary-General for Human Resources Management on the human resources priorities of OHCHR, he has no final say in the selection process. OHCHR will work closely with the Office of Human Resources Management in the implementation of the new system and asure the Assistant Secretary-General that geographic diversity continues to be a priority for OHCHR.

V. Conclusion

22. **The procedures and framework adopted by the High Commissioner, and the noticeable, sustained progress made since 2006 in increasing the geographical diversity of OHCHR staff through them reflect the priority that the High Commissioner continues to give to this issue. The Office remains attentive to the need to maintain emphasis on the broadest possible geographical diversity of its staff, and will continue its efforts in this regard, working closely with the Office of Human Resources Management under the new system of recruitment for the Secretariat. Under the new system, however, there will be no separate measures by or for OHCHR upon which to report to the Human Rights Council with regard to the composition of its staff. OHCHR therefore draws the attention of the Council to the report of the Secretary-General on the composition of the Secretariat: staff demographics, and the comprehensive information it contains on, inter alia, the staff of OHCHR.**

Annex I

Regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex

(as at 31 December 2015)

	Total staff		*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	***All***	***F***	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*
Afghanistan	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Albania	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Algeria	3	2	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1	-	-
Argentina	13	6	-	-	-	-	-	-	-	-	-	1	4	1	3	4	-	-	-	-
Armenia	4	2	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-
Australia	8	1	-	-	-	-	-	-	-	-	4	-	-	1	3	-	-	-	-	-
Austria	6	4	-	-	-	-	-	-	-	-	-	-	1	2	1	2	-	-	-	-
Bahamas	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Bangladesh	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Belgium	10	6	-	-	-	-	-	-	-	-	-	-	1	4	2	-	1	2	-	-
Benin	2	0	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Bosnia and Herzegovina	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Botswana	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Brazil	6	3	-	-	-	-	-	-	-	-	-	-	1	1	2	2	-	-	-	-
Bulgaria	6	3	-	-	-	-	-	-	-	-	2	-	1	-	-	3	-	-	-	-
Burundi	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Cambodia	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Cameroon	6	1	-	-	-	-	-	-	-	-	-	-	2	-	3	1	-	-	-	-
Canada	17	9	-	-	-	-	-	-	-	-	4	1	2	4	2	4	-	-	-	-
Central African Republic	1	0	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Chile	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
China	2	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Colombia	7	5	-	-	-	-	-	-	-	-	-	-	1	3	1	2	-	-	-	-
Congo	2	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Costa Rica	2	0	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-
Côte d'Ivoire	3	1	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-
Croatia	3	1	-	-	1	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Cyprus	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Czech Republic	5	3	-	-	-	-	-	-	-	-	1	-	-	1	1	2	-	-	-	-
Democratic Republic of the Congo	7	3	-	-	-	-	-	-	-	-	-	-	2	-	1	2	1	1	-	-

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Denmark	5	2	-	-	-	-	-	-	-	-	1	1	2	1	-	-	-	-	-	-
Ecuador	5	4	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-	1	-	-
Egypt	3	0	-	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	-	-
El Salvador	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Eritrea	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Ethiopia	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Finland	3	1	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-
France	35	24	-	-	-	-	-	-	1	-	1	3	4	6	4	15	1	-	-	-
Germany	24	18	-	-	-	-	-	-	-	-	1	3	2	6	3	9	-	-	-	-
Ghana	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Guatemala	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
Guyana	2	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Haiti	3	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	-
India	7	4	-	-	-	-	-	-	-	-	1	1	1	2	1	1	-	-	-	-
Indonesia	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Iran (Islamic Republic of)	2	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Iraq	3	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-
Ireland	5	3	-	-	-	-	-	-	-	-	-	-	-	1	2	2	-	-	-	-
Israel	3	2	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-
Italy	30	16	-	-	-	1	-	-	1	-	5	3	5	9	3	3	-	-	-	-
Jamaica	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Japan	12	8	-	-	-	-	-	-	-	-	1	-	1	1	1	6	1	1	-	-
Jordan	8	4	1	-	-	-	-	-	-	1	-	-	2	2	1	1	-	-	-	-
Kazakhstan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Kenya	4	3	-	-	-	-	-	-	-	-	1	-	-	-	-	3	-	-	-	-
Kyrgyzstan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Latvia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Lebanon	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Lesotho	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Lithuania	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Madagascar	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
Malawi	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Malaysia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Maldives	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Mali	3	1	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	-	-	-
Mauritania	2	0	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-
Mauritius	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
Mexico	9	7	-	-	-	-	-	-	-	-	-	-	1	1	1	6	-	-	-	-
Mongolia	3	1	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Nepal	4	1	-	-	-	-	-	-	-	-	-	-	1	-	2	1	-	-	-	-
Netherlands	5	2	-	-	-	-	-	-	-	-	1	1	-	1	2	-	-	-	-	-
Nigeria	5	3	-	-	-	-	-	-	-	-	2	1	-	1	-	1	-	-	-	-
Norway	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	1	-	-
Pakistan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Panama	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Paraguay	2	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Peru	6	2	-	-	-	-	-	-	-	-	2	1	1	1	1	-	-	-	-	-
Philippines	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Poland	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Portugal	5	3	-	-	-	-	-	-	-	-	-	-	1	2	1	1	-	-	-	-
Republic of Korea	8	7	-	-	-	-	-	-	-	-	-	1	1	-	-	3	-	3	-	-
Republic of Moldova	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
Romania	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Russian Federation	6	2	-	-	-	-	-	-	-	-	1	-	2	-	1	1	-	1	-	-
Senegal	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
Serbia	3	2	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-
Singapore	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Slovenia	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-
South Africa	4	2	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	-	-	-
Spain	34	21	-	-	-	-	-	-	-	-	1	3	5	3	6	12	1	3	-	-
Sri Lanka	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Sudan	3	2	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	-
Sweden	9	6	-	-	-	-	1	-	-	-	-	-	1	4	1	2	-	-	-	-
Switzerland	19	16	-	-	-	-	-	-	-	-	-	-	1	2	2	14	-	-	-	-
Syria Arab Republic	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
The former Yugoslav Republic of Macedonia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Togo	3	0	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	-	-
Tonga	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Trinidad and Tobago	2	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-
Tunisia	4	1	-	-	-	-	-	-	-	-	1	-	1	1	1	-	-	-	-	-
Turkey	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Uganda	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Ukraine	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	20	7	-	-	-	-	-	-	-	-	5	-	3	4	4	2	1	1	-	-
United States of America	23	9	-	-	-	-	-	-	3	1	3	1	5	2	2	2	1	3	-	-

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Uruguay	3	1	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	-	-
Uzbekistan	6	2	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	-	-	-
Venezuela (Bolivarian Republic of)	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Yemen	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Subtotal	**525**	**293**	**1**	**0**	**1**	**1**	**1**	**0**	**7**	**3**	**49**	**24**	**72**	**91**	**90**	**147**	**11**	**27**	**0**	**0**
State of Palestine	3	1	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	-
Stateless	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Total	**529**	**294**	**1**	**0**	**1**	**1**	**1**	**0**	**7**	**3**	**50**	**24**	**73**	**91**	**91**	**148**	**11**	**27**	**0**	**0**

Annex II

Non-regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex

(as at 31 December 2015)

	Total staff		*USG*		*ASG*		*D-2/L-7*		*D-1/L-6*		*P-5/L-5*		*P-4/L-4*		*P-3/L-3*		*P-2/L-2*		*P-1/L-1*	
Country of nationality	***All***	***F***	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*
Albania	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Argentina	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Armenia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Australia	4	2	-	-	-	-	-	-	-	-	-	1	-	1	2	-	-	-	-	-
Austria	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-
Azerbaijan	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Belarus	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Belgium	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Benin	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Brazil	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Bulgaria	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Burundi	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Cameroon	5	3	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	1	-	-
Canada	5	4	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	2	-	-
China	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Côte d'Ivoire	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Croatia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Democratic Republic of the Congo	2	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Denmark	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Egypt	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Ethiopia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Finland	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
France	11	9	-	-	-	-	-	-	-	-	-	-	1	2	1	4	-	3	-	-
Gambia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Germany	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Ghana	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Greece	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Hungary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
India	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Iraq	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Ireland	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Italy	5	3	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	-

	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
Country of nationality	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Japan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Jordan	3	2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-
Liberia	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Mauritania	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Morocco	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Netherlands	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Norway	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Republic of Korea	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Russian Federation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Rwanda	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Senegal	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Serbia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Sierra Leone	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
South Africa	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Spain	6	4	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	-
Sudan	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Switzerland	3	2	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-
Tajikistan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Togo	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Trinidad and Tobago	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Tunisia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Uganda	2	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	10	5	-	-	-	-	-	-	-	-	1	-	-	2	3	2	1	1	-	-
United States of America	7	4	-	-	-	-	-	-	-	-	-	-	1	-	1	3	1	1	-	-
Uruguay	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Yemen	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Zimbabwe	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Total	115	72	0	0	0	0	0	0	0	0	1	1	5	13	29	38	8	19	0	1